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CENTRAL INTELLIGENCE AGENCY
INFORMATION REPORT

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COUNTRY	Yugoslavia	REPORT	
SUBJECT	Functions of the Personnel Service	DATE DISTR.	25 October 1954
		NO. OF PAGES	2
DATE OF INFO.		REQUIREMENT NO.	RD
PLACE ACQUIRED		REFERENCES	

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This is UNEVALUATED
 Information

THE SOURCE EVALUATIONS IN THIS REPORT ARE DEFINITIVE.
 THE APPRAISAL OF CONTENT IS TENTATIVE.
 (FOR KEY SEE REVERSE)

1. Each Yugoslav economic enterprise or institution has a personnel secretary or chief of personnel (personalac) who is responsible not only to the manager of the enterprise but also to the personnel chief in the next higher administrative echelon. The latter in turn has a dual responsibility, one to his administrative superior in the institution and the other to the chief of personnel in the appropriate State Secretariat. Overall control is exercised by the Secretary of the Personnel Commission under the Presidency of the Federal Government.
2. Since 1950 the responsibilities and tasks of the personnel service have been somewhat reduced. At present they include the following:
 - a. The preparation of a dossier on every employee, including certificates of previous employment, his work status, work evaluations, behavior on the job, etc.
 - b. Carrying out decisions on appointments, transfers, discharges, and any legal work connected with them.
 - c. Operational collaboration with the institutions for the education of cadres; schools for apprentices, lectures of a professional nature, professional courses, etc.
3. Prior to 1950, the personnel service carried out the following additional duties:
 - a. Checking on the political attitudes of all employees by collecting reports on them from previous jobs and evaluating their current political activity as evidenced by such items as their membership in mass organizations, etc.

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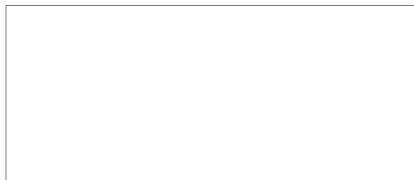
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This information on each employee was collected into a document known as a "karakteristika" which was kept locked in a steel safe.

- b. Exercising political influence on employees through conversations and advice. When it seemed necessary, employees were threatened in various ways, e.g., by being told that their patriotism was measured by their political activity.
- c. Placing one or more Party members into each section of the enterprise or institution, and by ensuring promotions to "trustworthy" persons.
- d. By giving personnel information to the UDB when requested.

 Comment: Since the personnel manager in an enterprise is in a position to report on the director of that enterprise, the latter usually stands in fear of the former.

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